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**Associate Role - Business Development & Sustainment Support**

1. **Who we are?**

St Basils is a Registered Provider (Housing Association), a Registered Company and Charity with a 48 year track record of providing a holistic range of accommodation and support services for young people aged 16-25 who are homeless, at risk or in conflict.

The stereotypes of homelessness can all too quickly attach themselves to young people and trap them in a deficit world and unhelpful pathway. A focus only on need, risks and problems can overshadow talents, strengths, and ambition.

We want young people who come to St Basils to have the opportunity to develop a different narrative; to have the safety, security, and support to visualise a brighter future and to take advantage of the resources, friendships, opportunities and put in the hard work to make that better future a reality.

1. **What we do**

St Basils is one of the largest organisations working with young people who are homeless or at risk in the country and is the largest regional organisation of its kind.

The organisation operates over 37 sites offer 590 units of accommodation in Birmingham, Coventry, Solihull, Sandwell, North Worcestershire and Warwickshire. We manage the multi-agency Youth Hubs in Birmingham and Solihull which see over 3,600 young people each year and prevent 82% from experiencing homelessness. We accommodate circa 1200 young people each year in our supported accommodation. 78% of those are not engaged in education, training, or employment when they come to us and 75% re-engage during their time with us. 90% leave us in a planned positive way moving on to independent living.

St Basils has long recognised that providing accommodation alone is an inadequate response to the combination of factors associated with youth homelessness. Our services therefore aim to provide a holistic response based on individual need and experience as young people make the transition to adulthood. We have taken a whole organisation approach to becoming a Psychologically Informed Environment (PIE organisation) and have attracted interest nationally and internationally in the approach and the outcomes. This approach includes training for all staff in psychological approaches; reflective practice for all support staff from experienced Psychologists; a high standard of buildings symbolising respect and ambition; an alignment of all methodologies with a psychological understanding; co-design of services with young people. Since 2013, we have extended this approach in partnership with the University of Birmingham, providing Mental Skills Training for young people and a Psychologically Informed Parenting Programme for parents of Adolescents.

We take an outcomes focussed approach providing a range of services based on an integrated pathway model, aimed at preventing both primary and secondary homelessness and increasing planned, successful transitions. We are commissioned by Government to develop and promote nationally the suite of Positive Integrated Prevention Frameworks preventing youth homelessness and facilitate national Youth Voice and national Youth Homeless Parliament.

We have multifaceted engagement mechanisms to ensure young people are co-authors in their preferred future at individual, service, and Board level.

1. **Our Credentials**
* Level A Housing related support provider across all services
* Birmingham City Housing Partnership awards 2012 (Winner for Tenant Involvement; Highly commended for PIE development)
* National Youth Homelessness Scheme Centre of Excellence 2007, 2008, 2009
* Housing Corporation GOLD award for preventing youth homelessness 2006
* Stonewall top 100 employers for LGBT staff 2007
* Audit Commission Inspection – Top rating 2003
* Chamber of Commerce – Diversity in Employment Award 2006
* BMEspark – highly commended 2006 (services to vulnerable people in BME communities)
* In Biz Award for Customer Engagement 2005
* Investors in People 2005, 2008, 2011, 2014
* FBHO National Diversity Award
* Matrix Quality Standard for Information, Advice & Guidance
* Foyer Federation Accreditation
* Chartered Institute of Housing Branch Innovation Award (STaMP- Schools Training and Mentoring Programme)
* Trusted Charity accreditation
* Winner National Housing Awards for Outstanding contribution to Homelessness 2018
* Winner National Housing Awards for Homelessness Partnership 2020
* Facilitator of National Youth Reference Group (NYRG) 2008-2017 and national Youth Voice 2017-2021
* Facilitator of national Youth Homelessness Parliament 2013-21
1. **Our Business Strategy**

In summary, our strategy is to ‘protect, deepen and extend’ our services. During 2019, we secured all of our key contracts for periods of 3 years with 2 year extension options and extended into new areas.

**Our strategy** is to be very clear about what we contribute to our commissioners’ wider strategic priorities; to evidence the multiple outcomes we achieve for young people; to ensure that we are as skilled and cost effective as we can possibly be; to make our resources work for us and, never to forget our purpose.

**Our offer** to commissioners and funders is to use our joint intelligence and resources to co-design and deliver through a more dynamic service model where each party is clear about the contribution they can make, the risk is shared and the impacts for young people are optimised.

We have ambition to extend our service base and develop a truly affordable housing offer for young people, particularly young people entering the labour market who have experienced homelessness. Our Live and Work model and funding for our young workers co-operative are initial steps in this direction.

Our business model is to directly deliver those services and business support functions that we are skilled and experienced in and to work with others who are best able to assist us in specialist areas or where additional highly skilled capacity is required.

**On occasions we need external assistance from Associates with specific skill sets to work with us to deliver our ambitious agenda.**

1. **Associate Role**

Your skill set may include specialist expertise or knowledge in a number of areas including but not exclusive to:

* Co-ordinating and liaising with potential partners and development of consortia
* New business development including market research, through to bid qualification
* Expertise at senior level in related fields affecting young people and their environment
* Advisory and consultancy work in related fields
* Bid-writing and bid composition for existing and new work

Ideally you will have:

* Senior level Experience and track record of successful outcomes
* Understanding and experience of our operating environment
* Ability to analyse complex information and draw inferences
* Track record of developing positive relationships and working in partnership with key stakeholders and funders
* Knowledge and experience of best practice in working with young people to deliver quality service outcomes
* An ability to work with colleagues collaboratively to deliver St Basils ambitious development programme
* Specialist skills and knowledge which could contribute to our agenda
* Knowledge /understanding of diversity and equality, able to operate in a diverse organisation

We would like to develop a framework relationship with a number of suitably experienced independent associates who would be available to assist us if and when required. Whilst we could not guarantee any work, we would agree allocation of specific work bundles in agreement with you. We would require you to maintain contact and update your knowledge of our work, respecting our confidentiality and protecting our business interests. If engaged on a specific assignment for St Basils in these terms, it would be a condition of our agreement that you would not work with any other organisations who are tendering for the same work.

We would provide you with our regular newsletter and invite you to an annual briefing about our work and environment. You would also be invited to any of our public events.

**Expression of Interest**

If you are interested in exploring Associate opportunities further, please provide your CV, with supporting information addressing the requirements above, with 2 referees to recruitment@stbasils.org.uk

 Please also provide your chargeable rate for:

* Daily rate
* 10 to 20 days
* Above 20 days
* Commissioned work up to 12 months